

U. S. Army Soldier Support Institute/ AG School

Personnel Services Delivery Redesign (PSDR)

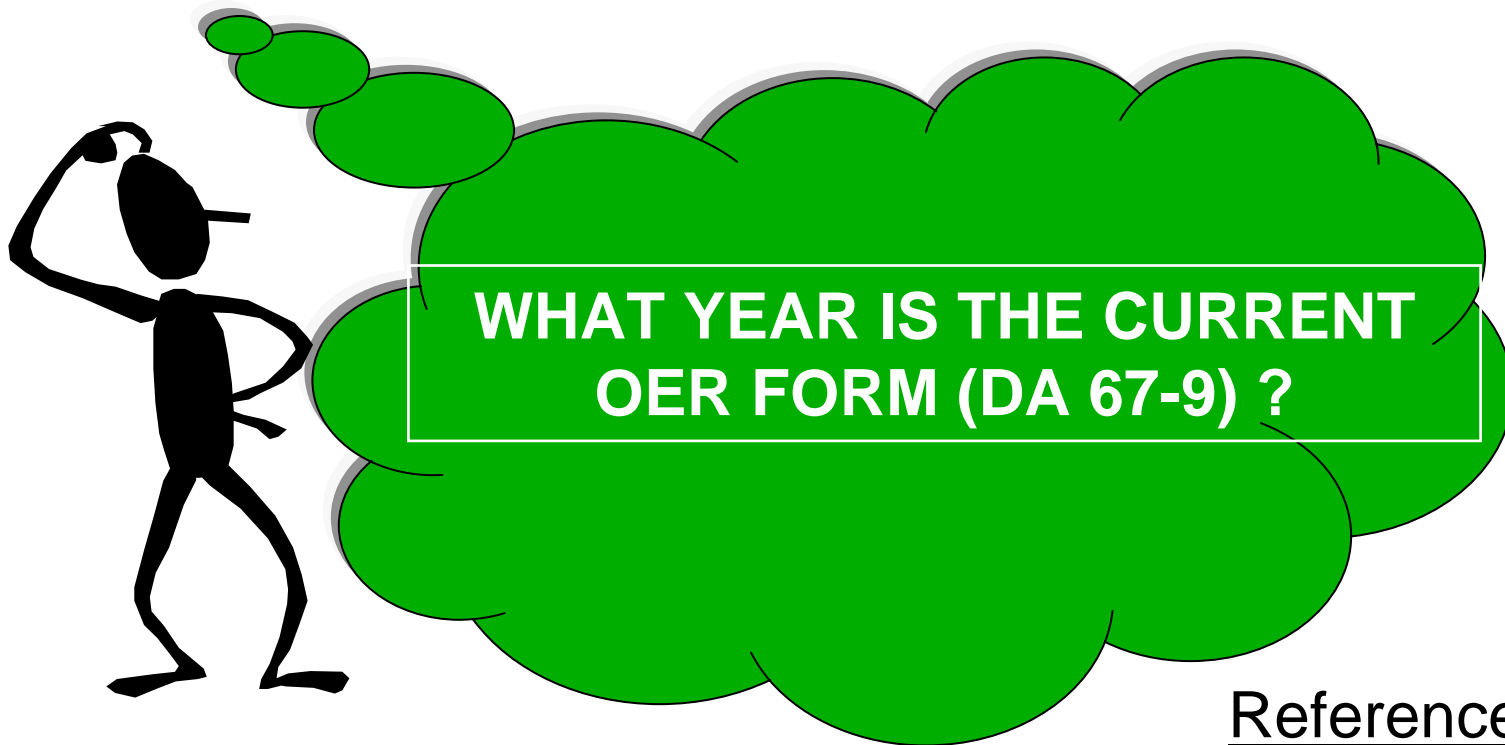
**New Organizational Training Team (NOTT)
CW2 Robinson**

Brief Unclassified

Terminal Learning Objective

Action:	Manage the OER Reporting System
Conditions:	In a classroom environment given access to AR 623-3, websites, and other related material pertaining to the class
Standards:	<ol style="list-style-type: none">1. Review Parts I thru VII of the OER for administrative accuracy.2. Track final processing until OER is posted

Officer Evaluation Reporting System (OERS)



References

AR 623-3

DA PAM 623-3

TYPE OF REPORTS

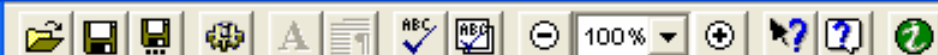
AR 623-3, Chapter 3

Section VII: Mandatory Reports – 90 day minimum

Mandatory Reports – Other than 90 day minimum

Optional Reports

- **CHANGE OF DUTY**
- **CHANGE OF RATER**
- **ANNUAL**
- **COMPLETE THE RECORD**
- **RELIEF FOR CAUSE**
- **OTHER – SPECIAL SITUATIONS**



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OFFICER EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR O
SEE PRIVAC

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK	e. B
		- -			
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			g.2. STATUS CODE	h. REASON FOR SUB	
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S AKO EMAIL ADDRESS (.gov or mil)
FROM (YYYYMMDD)	THRU (YYYYMMDD)				
n. UIC					

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the ad

a. NAME OF RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE
	- -			
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE
	- -			
c. NAME OF SENIOR RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE



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PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)

Yes No

1. **HONOR:** Adherence to the Army's publicly declared code of values

☐
☐

5. **RESPECT:** Promotes dignity, consideration, fairness

2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed

☐
☐

6. **SELFLESS-SERVICE:** Places Army priorities before personal interests

3. **COURAGE:** Manifests physical and moral bravery

☐
☐

7. **DUTY:** Fulfills professional, legal, and moral obligations

4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select two from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

b.1. ATTRIBUTES (Select 1)

Fundamental qualities and characteristics

☐

1. **MENTAL**

YES

NO

Possesses desire, will, initiative, and discipline

☐

2. **PHYSICAL**

YES

NO

Maintains appropriate level of physical fitness and military bearing

☐

3. **EMOTIONAL**

Displays self-control

b.2 SKILLS (Competence)

(Select 2)

Skill development is part of self-development; prerequisite to action

☐

1. **CONCEPTUAL**

YES

NO

Demonstrates sound judgment, critical/creative thinking, moral reasoning

☐

2. **INTERPERSONAL**

YES

NO

Shows skill with people: coaching, teaching, counseling, motivating and empowering

☐

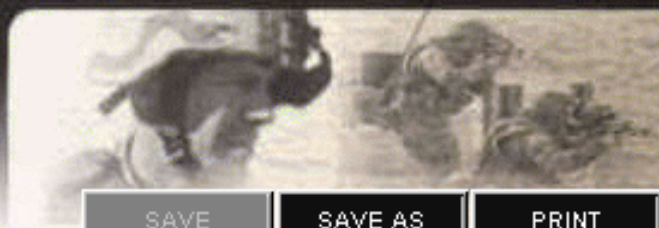
3. **TECHNICAL**

Possesses the ability to accomplish tasks

☐

4. **TACTICAL**

Demonstrates proficiency in required professional knowledge, judgment, and warfighting



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(Select 2)

Skill development is part of self-development; prerequisite to action

Demonstrates sound judgment, critical/creative thinking, moral reasoning

Shows skill with people: coaching, teaching, counseling, motivating and empowering

Possesses the ability to accomplish tasks

☐ 4. **TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and warfighting

b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving

INFLUENCING

Method of reaching goals while operating / improving

☐ 1. **COMMUNICATING** YES NO

Displays good oral, written, and listening skills for individuals / groups

☐ 2. **DECISION-MAKING** YES NO

Employs sound judgment, logical reasoning and uses resources wisely

☐ 3. **MOTIVATING**

Inspires, motivates, and achieves mission accomplishment

OPERATING

Short-term mission accomplishment

☐ 4. **PLANNING** YES NO

Develops detailed, executable plans that are feasible, acceptable, and suitable

☐ 5. **EXECUTING** YES NO

Shows tactical proficiency, meets mission standards, and takes care of people/resources

☐ 6. **ASSESSING**

Uses after-action review to facilitate continuous improvement

IMPROVING

Long-term improvement in the Army through its people and organizations

☐ 7. **DEVELOPING** YES NO

Invests adequate time and effort to develop individual subordinates as leaders

☐ 8. **BUILDING** YES NO

Spends time and resources improving teams, groups and units; fosters ethical climate

☐ 9. **LEARNING**

Seeks self-improvement; encourages growth; encourages innovation

c. APFT:



DATE:

HEIGHT:

WEIGHT:



d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED

DA FORM 67-9, MAR 2006



PREVIOUS EDITIONS ARE OBSOLETE.

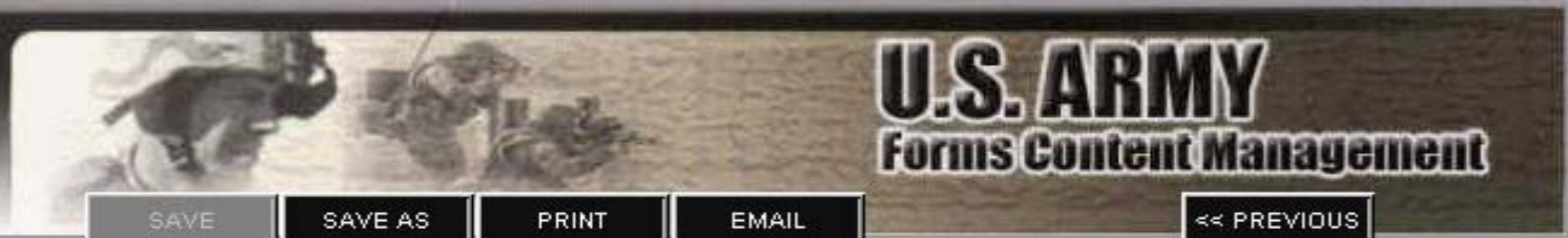
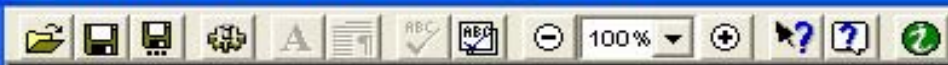


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NAME	SSN	PERIOD COVERED
+ PART V - PERFORMANCE AND POTENTIAL EVALUATION <i>(Rater)</i>		
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION		
<input type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE		

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, D



c. COMMENT ON POTENTIAL FOR PROMOTION.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER



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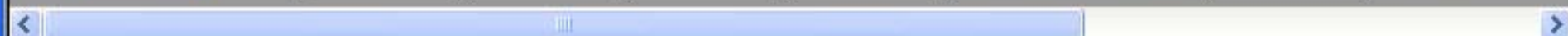
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PART VII -SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

I currently senior rate

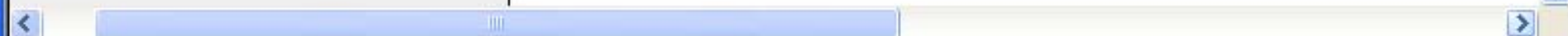
☐ BEST QUALIFIED
 ☐ **FULLY QUALIFIED**
☐ DO NOT PROMOTE
 ☐ OTHER *(Explain below)*

A completed DA Form 67-9-1 w
considered in my evaluation an

b. POTENTIAL COMPARED WITH OFFICERS
SENIOR RATED IN SAME GRADE (OVERPRINTED
BY DA)

c. COMMENT ON PERFORMANCE/POTENTIAL

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of
Mass if 50% or more in top box)





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<< PREVIOUS

b. POTENTIAL COMPARED WITH OFFICERS
SENIOR RATED IN SAME GRADE (OVERPRINTED
BY DA)

c. COMMENT ON PERFORMANCE/POTENTIAL

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of
Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS
RETAIN

☐ BELOW CENTER OF MASS
DO NOT RETAIN

+

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED.
FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUT

Officers Not Receiving Part VIIb Box Check

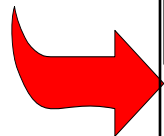
Effective 1 Oct 04

Example of Senior Rater Comments

PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below) <small>I currently senior rate <u>16</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)</small>	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) <input type="checkbox"/> ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box) <input type="checkbox"/> CENTER OF MASS <input type="checkbox"/> BELOW CENTER OF MASS RETAIN <input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and early to CGSC-ILE. d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. Battalion S-3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

**Senior
Rater Unit
Level**

**After
HQDA
Processing**



PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below) <small>I currently senior rate <u>16</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)</small>	
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED No Box Check R: CPT BUCK, GEORGE 999999999 SR: COL SMITH 666666666 DATE: 04 08 18	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and send early to CGSC-ILE. d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. Battalion S3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11



UA Code

FOR OFFICIAL USE ONLY**OERS LATE REPORT BY PSB/UA AND COMMAND****Sat Mar 11 22:05:12 EST 2006****PERIOD OF THE REPORT 20060311 - 20060311****D A Y S L A T E**

Select	PSB/UA Code	Command	OERS Rcvd	1-30	31-60	61-90	Over 90	Percent Late
		Total	0	0	0	0	0	0.0

During this report period, this headquarters received 0 OERS. Of that number, 0 were later than the 90 day time limit, producing an Army-wide late rate of 0.0%

FOR OFFICIAL USE ONLY**Information**

Interactive Web Response System(IWRS) is reflecting data on Evaluations received at this Branch up to **20060307**

IWRS will allow rating officials and administrative personnel to select information on all performance reports.

Reports are sorted by day receipt at HQDA, not report dates

KS**RS**[Late Report BY PSB/UA](#)[Inquent Report BY PSB/UA](#)[Play By UIC](#)[Transfer Report](#)[Rater Report Status](#)[Management Support Division](#)[Evaluation Systems Office](#)[Branch](#)[C-Alexandria](#)

**Information**

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KS

[KS](#)[Late Report BY PSB/UA](#)[Delinquent Report BY PSB/UA](#)[Display By UIC](#)[Daily Transfer Report](#)[Prior Rater Report Status](#)[Management Support Division](#)[Evaluation Systems Office](#)[Branch](#)[C-Alexandria](#)[Back](#)**FOR OFFICIAL USE ONLY****Delinquent Report For: fs27****Number of OER/AER over 485 days****Sat Mar 11 22:06:23 EST 2006**

Name	SSN	Rank	Basic Branch	Document Type	Start Date	Thru Date	Reason Code	# Days Late	Board
ACOSTA MANUEL M	*****7358	CPT	SF	A	20020611	20030610	05	521	-
ADAMS MICHAEL SEELEY	*****7792	COL	SF	A	20000615	20010614	05	1247	1341
ANDUJO FRANCISCO	*****1724	CW2	-	A	20021016	20030821	18	450	-

Management Support Division

U.S. ARMY HUMAN RESOURCES COMMAND

The Adjutant General Directorate

Management Support Division

Homepage

General Information

- Points of Contact
- Mission / Vision / Goals

Branches

- DA Secretariat
- AC Promotions
- RC Promotions
- Officer Records (AC)
- Evaluation Systems

Application Links

- SR-2 OnLine (AC)
- IWRS - OER (AC)
- IWRS - NCO-ER (AC)
- 1LT Automated Promotions
- OMPF OnLine

What's New!

HRC What's New!

New! Evaluation Systems Newsletter

OER's via E-mail Attachments
Forms Content Management Program (FCMP)

What's Hot!

**OERS Enhancements
Effective - 01 OCT 04**

Welcome

Contact Us

Management Support Division (MSD) is a division inside The Adjutant General Directorate (TAGD) of the US Army Human Resources Command (HRC). MSD consists of 5 major branches and is authorized 154 civilian and military personnel organized around the core personnel functions of evaluation, selection and promotions. In conjunction with Army G1, MSD sets policy concerning AERs, OERs, NC-OERs and promotions for all components and executes that policy for Active Component soldiers.

For **technical** questions about the Web site contact the Webmaster. For functional questions please refer to the appropriate office.

Key Items / Hot Links

- AC Board Schedule
- RC Board Schedule
- AC Promotion Lists
- RC Promotion Lists
- OER System Information
- NCO-ER System Information
- Appeals & Corrections
- How to order a Senior Rater Profile Report
- Check receipt of an OER (AC)

Related Links

- HRC-St Louis (formerly AR-PERSCOM, 2xCitizen)
- HRC-Indianapolis (EREC website)
- GKO (Guard Knowledge OnLine)

HRC On-Line: <https://www.hrc.army.mil>

Select "HRC-Alexandria", "The Adjutant General", "and MSD" as next steps.